Massey operations is 'if

We need to change how we do business.

Many of Massey's old timers are gone needed to do a good job. The rules of m

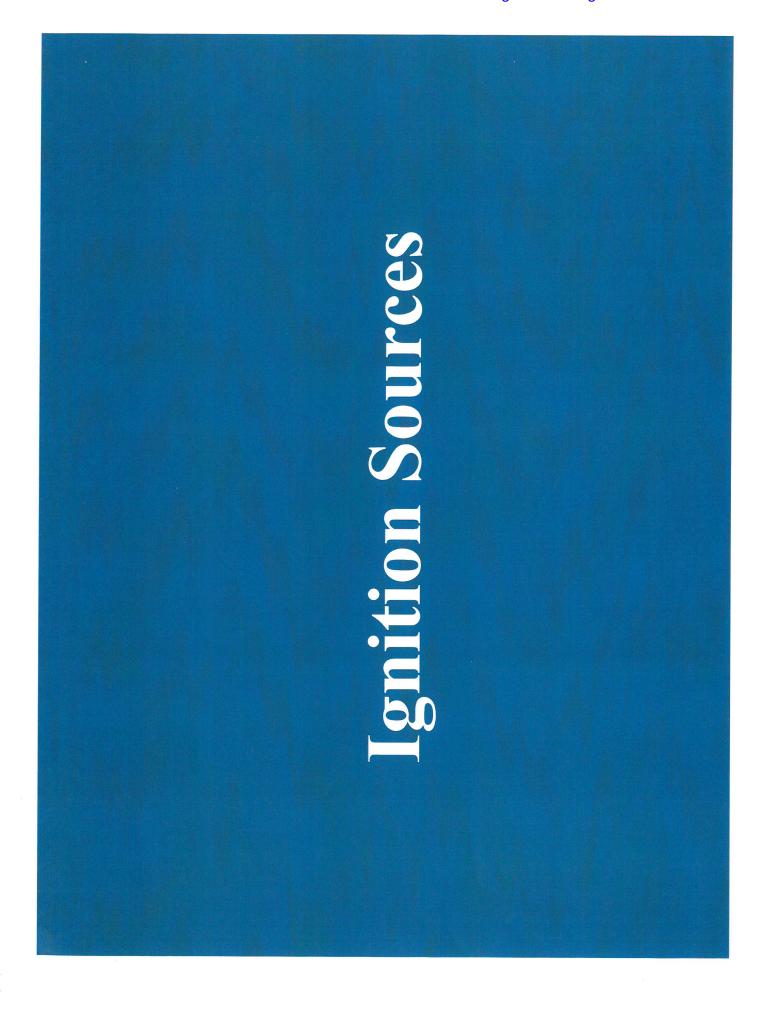
What follows are Bill's responses to the "The attitude at many

Stilles used during Dovernment closing. 5:14-18-344 115 + Blankensing Government Many in Massey do not take MSHA seri YOU CAN get the footage, use what it feels is necessary. If Operato we can pay the fines."" The pattern of violations was written into the law to tal are of renegades and outlaw operators who had no intention of complying with the law. Now it is king used for defiant operators, as Massey is y have learned from their lassey operations is "if you can get the footage, we can gest complaint is lack of manpower. He is told that the They are given 4 or 5 jobs to do, but they are never anning process, and need to be held unually forced to operate with skeleton ob on these four main areas would get rid of 75% of ing quote from a class attendee: "We are like robots. in the manpower to actually do it." And "we are told to ventilation, clean up, roof control and electrical. Bill PRIVILEGED - ATTORNEY WORK PRODUCT expected to produce big footage. Massey lacks knowledge at the foreman level. Our forem that they have violated. Once the violation is written, it be have no involvement in calculating the potential penalty a The foremen and superintendents also need to be involved they are given five and are still forced to operate with skeleton crews. ... If the need nine men, onerous. But, if a company is perceived production and/or levy high fines to try wants to see that an operator is making at things in order, MSHA will not view thi don't learn from the experience. responsible for noncompliance Foremen "are continually expected to produce big

Exhibit

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footage."



see that his mines complie ith the mine safety laws The Defendant had a DUTY

275 Coal Miners at \$65,000/year Defendant's 2009 Compensation \$17.8 Million equals

and the reasons why that mine blew A. Well, after what happened, I felt about the things that went on there up. And, so, I, I, I wanted it known They were scared. They were even still scared after then to speak up. I'm going to tell the truth. Excuse And I said I'm going to speak up. there. Hardly nobody would talk. like the truth needed to be told and they had a code of silence